

CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Oct./Nov. 2002 # 205

Teamsters Launch Movement to Win Pension Increases

If You Want to See Change in Our Union, Join TDU

"TDU is helping Air Canada Jazz flight attendants get organized, and we're already seeing results. We've put out a newsletter about what we're doing, and every day I get calls from people who want to find out more. I tell them that if they want to see change in our union, they need to join TDU.

"TDU is also helping us get educated about our union, through events like the TDU Convention. This will be my first TDU Convention, and I'm excited about the chance I'll get to learn new skills and meet other Teamsters who are dealing with the same kinds of problems I am.

"The way I see it, if you're serious about getting informed and helping to build a stronger Teamsters union, there's a pretty simple two-step solution: join TDU, and come to the TDU Convention."

Joslyn Dicks

Local 938, Air Canada Jazz
Toronto



JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

e-mail address _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

other _____

____ \$35 one-year membership & subscription to *Convoy Dispatch*.

____ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter)

____ \$20 for spouses, and Teamsters who gross less than \$17,000 a year.

____ \$20 for retirees. Retired from Local _____

Check or money order

Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations *only* from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

Teamsters in the Central States Pension Fund have formed a Pension Improvement Committee to end the freeze on pension benefits and to reverse unfair rules that make it impossible for Teamsters to supplement their pensions.

It's gone beyond complaining, and moved on to organizing to win

real improvements. A petition drive is gaining momentum. Teamsters in some other pension plans are starting to move also.

The last time a movement like this spread – in 1990 – the fund's trustees doubled the 30-and-out benefits. We can win, if we organize together. See page 3.

Also in this issue ...

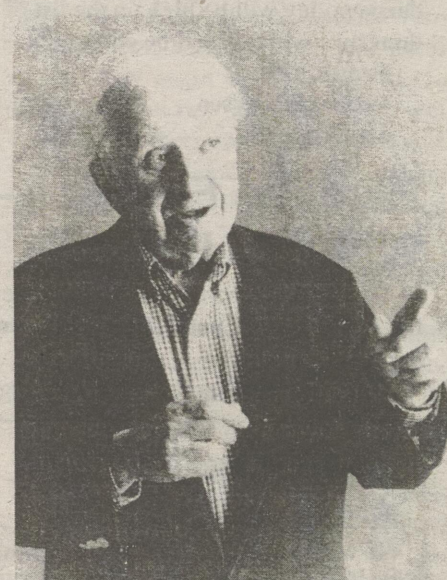
Will there be an investigation into CF's destruction? p. 4

Hoffa rediscovers the 2/3 rule to impose UPS rider p. 5

Building a movement from the bottom up p. 9

Is our union cleaning out corruption? p. 10

Studs Terkel to Speak at TDU Convention



Pulitzer prize winning author Studs Terkel will address this year's TDU Convention on Friday, Nov. 1

Host of a Chicago daily radio program, Terkel is best known for his writing, including the books *Working*, *Race*, and *Division Street*.

Terkel is the leading oral historian of our time, and a long time fighter for social justice.

See pages 6-7 for more information.

TDU Convention

Nov. 1-3 ★ Cleveland

See page 7 to register

Letters From Our Members

CF Loss a Threat to Union and to Pension Funds

The loss of Consolidated Freightways is a tremendous hit on the Teamsters Union. The loss of dues paying members and contributions toward retirement and health benefits is a great threat.

Our fat cat leaders draw multiple salaries and pensions. They can take their pensions and go to any other employment without restrictions. The common retiree can't even drive a floral delivery van part time.

In 1994 Ron Carey was on his way to eliminating multiple salaries and pensions. But they are still here, bigger than ever.

There is no real organizing of the nonunion trucking carriers. The 1940's tactics of pounding your chest, yelling and waving your arms in the air does not work in this century. We need educated, professional, dedicated leaders today, both on the local level and in Washington.

Rank and file members have got to be educated on this. They need to be made aware of any mismanagement in locals and in the Marble Palace. They must vote responsibly. Above all, they must vote!

Jerry Lamm

**Local 24, retired freight driver
Akron, Ohio**

Sysco Workers Hung Out to Dry

In a very unusual arbitration decision the night warehouse crew at Los Angeles Sysco has been forced to suffer under one of the worst attendance policies around. The decision is a direct result of being hung out to dry by J.C. 42 President and International V.P. Jim Santangelo.

Sysco unilaterally implemented a harsh attendance policy on the whole company. The employees were outraged at the company's actions. The local unions involved (848 and 630) vowed to stick together and fight this together. Jim Santangelo promised the warehouse crew that he would not hang them out to dry.

But just before the case went to arbitration the local leaders cut a deal to allow the arbitrator to separate his ruling by groups. This opened the door for the arbitrator to split the decision and appease both the company and union. The arbitrator would have been hard pressed to impose this policy on the whole workforce when the company admitted only the night warehouse crew had attendance problems.

The arbitrator ruled the new policy will only be effective on the night warehouse crew. The drivers, office and day ware-



house crew will continue to enjoy the old policy.

The arbitrator cited the fact that union officials did not offer an alternative attendance policy or negotiate with the company about the newly imposed policy. Local 630's business agent immediately demanded arbitration on the issue rather than attempting to negotiate something more reasonable.

When the workers asked why he did not try to negotiate something rather than demanding arbitration he said the members had a petition asking for arbitration. The members are now wondering if they circulate a petition demanding his resignation will he honor that petition as readily?

The members at Sysco are learning that we can't trust their leadership and are beginning to organize for their next contract. This newly imposed attendance policy will be high on the list of things we will demand be changed.

Frank Villa
Local 630, Sysco
Los Angeles

Pension Freeze — Where's Hoffa

I am very concerned about the benefits freeze in the Central States Pension Fund.

Hoffa has done nothing since taking

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. e-mail: tdudetroit@tdu.org Website: www.tdu.org

NY Office: P.O. Box 170131, Brooklyn, N.Y. 11217 Phone: (718) 624-7746. Fax: (718) 875-9336. E-mail: tdu.east@tdu.org

over our International Union except kick us members in the butt. Kind of makes you wonder why he is in the position to represent us and our welfare as working members. I know I did not vote for him, but that's water over the dam.

I am totally ticked off at Junior for thinking of PR over the brothers and sisters of this union.

Bill Sercombe
Local 164, ABF
Jackson, Mich.

Is the Fox Guarding the Henhouse?

If the trashing of former IBT President Ron Carey is an example of the Independent Review Board's sense of justice, I feel that Brother Gilmartin's complaint of wrongdoing by the Hoffa administration (see "Hoffa, Keegel File False Financial Report," CD # 204) will fall on deaf ears.

I have always felt that asking the government to fight our battles is something like having the fox guard the henhouse.

Bill Slater
Local 315, retired
Lakeport, Calif.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Chicago, Local 705
Joe Fahey, Watsonville, Calif., Local 912
Maria Martinez, Pasco, Wash., Local 556
Michael Savoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Erik Jensen, Minneapolis Local 320
Matt Latzo, Baltimore Local 311
Michael Ruscigno, New York Local 802

Members:

Willie Hardy, Memphis Local 667
Homer Lambert, Chicago Local 743
Tom Sheibley, Brockton, Mass., Local 653
Willie Smith, Columbus Local 413
Frank Villa, Los Angeles Local 630
Shelly Worley, Minneapolis Local 2000
Maria Zayas, Puerto Rico Local 901

Alternates:

Brian Chapman, Toronto Local 938
Michael Schaffer, Youngstown, Ohio, Local 377
Mike Brannan, Seattle Local 763

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in September 2001 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Central States Teamsters Join Together to Fight the Pension Freeze

The movement to end the freeze in pension benefits and win other pension improvements is spreading throughout the regions covered by the Central States, Southeast, and Southwest Areas Pension Fund.

Rank-and-file Teamsters are gathering signatures on a petition to end the pension freeze, roll back the increase in retiree healthcare premiums, and ease the harsh re-employment rule which prevents Teamsters from getting another job after they retire.

"We are not going to give up. We've got to stand up at union meetings and hold their feet to the fire. Local unions need to back us up on an increase of \$500 per month right away. If they won't support the members on this, we will vote them out as soon as we get a chance."

Frank Bryant, Local 391

The petition is being circulated by the Teamster Pension Improvement Committee, a group made up of rank and file Teamsters, both current and retired, who are concerned about recent actions by the Central States Pension Fund.

Many Teamsters were eagerly awaiting a pension increase to kick in after the new UPS contract settlement so they could retire. In the past, pension increases have

Going backward on 30-and-out

Central States Re-employment Rules Attack Early Retirement

Americans are retiring earlier and earlier. Our Teamsters Union has played a part in this trend, by bargaining for 25- and 30-and-out pension programs. Especially in physically demanding jobs, the early retirement option is extremely important. In response to this trend, social security has completely eliminated all restrictions on continued employment for pensioners.

But the Central State Pension Fund (CSPF) is going backward. Teamsters are mad and ready to fight. They've organized to win.

Central States Fund's New Rules

New rules, implemented this summer, make it nearly impossible for retiring Teamsters to work without jeopardizing their pensions. The trustees eliminated the exception for government employment, and now prohibit restricted work anyplace in the country for Teamsters who retire after July 1, 2002. Teamsters have been told they cannot work at a hardware store or do lawn care work! By federal law, CSPF's restrictions can't apply after age

always come at contract negotiation time. UPS members had identified the pension as their number one priority for the new contract and President Hoffa had said this was going to be "the best contract ever."

So members were shocked to hear the news: pension benefits under the Central States Fund were being frozen for up to six more years. Since the last increase was in 1997, that would make for an 11-year pension freeze! To make matters worse, the Central States Fund announced new restrictions on taking work after retirement that would make it virtually impossible to get any sort of work without losing pension benefits. Teamsters throughout the 25-state region covered by the Central States Fund are asking themselves how long they can wait for pension improvements. "I'm to the point where I'm looking to retire," says Larry Smith of Local 891 in Mississippi. "But I want to stay until we can win a fair pension increase and get these rules changed so that retired Teamsters can do odd jobs without having to fear they'll lose their pension benefits."

Movement Grows

A lot of Teamsters feel the same way. More than 100 rank-and-file Teamsters met in Greensboro, N.C., on Saturday, Oct. 5 to talk about the benefits crisis and what we can do to end the freeze. Four even flew to Greensboro in a small

70 and a half, but Teamsters and their families can't wait that long.

Rules Relaxed in Western Fund

The CSPF trustees blame the need for more restrictions on the slow economy, and on the increase in retirees relative to active Teamsters. But trustees in the Western States Fund (where the rules were already more liberal) just made early retirement easier! As of 2003, Western States' maximum hours of work for age 60 or older will go from 49 to 84 hours per month, and there will be no limit for over-65 retirees. What do the Western States trustees know that Central States don't?

Members Are Organizing

Teamsters are starting to organize. They are petitioning across the Midwest and South to build support for changing the re-employment rule and increasing pension benefits. Some are contacting attorneys. The Pension Improvement Committee, in conjunction with TDU, is investigating potential legal action as well.



PENSION IMPROVEMENTS NOW! North Carolina and Georgia Teamsters with pension attorney Ann Thompson after a successful meeting in Greensboro, North Carolina. Some 100 members turned out for the meeting to set plans for winning increases and changing the re-employment rule.

plane owned by a co-worker to make sure they could be there. TDU staffer David Pratt and attorney Ann Thompson were on hand to answer questions and help.

"We are not going to give up," said Local 391 UPSer Frank Bryant after the meeting. "We've got to stand up at union meetings and hold their feet to the fire. Local unions need to back us up on an increase of \$500 per month right away. If

they won't support the members on this, we will vote them out as soon as we get a chance."

Local 164 UPSers in Jackson, Mich., met on Sept. 30 to discuss the pension problem. They took petitions to gather signatures at their center and other centers they come in contact with. There was a lot of anger expressed about the re-employment rule. People talked about Teamster brothers and sisters they know who had been denied benefits for taking jobs far outside the jurisdictions covered by the Teamsters. These included lawn maintenance service, hardware store, and boat captain.

Tennessee, Mississippi and Arkansas Teamsters will meet in Memphis on Sunday, Oct. 20, to discuss what they can do to end the pension freeze and allow Teamsters to work after retirement. Call TDU for more information on the Memphis meeting or to set up your own local meeting.

Teamster officials are starting to feel the pressure. In Detroit, carhauleders in Local 299 passed a motion calling for an end to the pension freeze and improvement in benefits at their carhaul contract proposal meeting on Sept. 29. The motion called for a substantial pension increase of at least \$500 a month, a reversal in the increase in health care premiums for retirees, elimination of the "surviving spouse" penalty, and easing

of the harsh re-employment rule.

After 400 angry members showed up at the Local 120 union hall in Minneapolis, their local vice-president, Brad Slawson Sr., who is also an International representative and top aide to Secretary-Treasurer Tom Keegel, wrote an open letter to the fund trustees demanding changes in the re-employment rule. Expect to see more of this as support builds and officials start to feel the pressure from their members.

National Pension Meeting

On Saturday, Nov. 2, members will hold a national meeting in Cleveland to discuss the pension petition and plan future actions. The meeting is being held in conjunction with the Teamsters for a Democratic Union convention, which is being held the weekend of November 1-3. An in-depth workshop on the crisis in pension benefits, the full-funding debate, and what Teamsters can do to protect their pensions will be held that Friday afternoon.

For copies of the "no pension freeze" petition and other materials on the pension improvement campaign, contact the Teamster Pension Improvement Committee at P.O. Box 5657, Savannah, Ga. 31414, or call TDU at 313-842-2600.

Pension Improvement Committee Meeting

Nov. 2, 2002 – Cleveland

In conjunction with the
TDU Rank & File
Convention
See page 7 to register.

Freight Companies Want Early Agreement

Say No to a Concessionary Contract

The International Union and Trucking Management Inc. (TMI) — the negotiating arm of the unionized carriers — exchanged proposals on Oct. 8. Jim Staley, COO and president of Roadway Express, recently stated that the companies want an

agreement by the end of the year. However, Teamster spokesman Bret Caldwell warned, "This is not going to be a concessionary agreement wrapped up early."

Freight director Phil Young stated that health and pension issues will be

among the top union issues. He also said he expects larger pay increases than last time, which were minimal. He gave a figure of 70 cents per hour per year.

The Teamsters Union leadership said they see CF's fall as a boost, since other carriers will pick up business.

The exchange of proposals is three months before it would normally be done, in January. And it comes after only a very brief period for membership input. The "two-person" meeting of all freight locals, called to review the proposals, is meeting in Las Vegas on Oct. 15, after the proposals were given to management. In early September, many freight Teamsters received a mail-in sur-

vey from the International asking members to fill out multiple choice questions on the issues.

A rush job on this contract only benefits the employers. Our bargaining power will increase as April 1 nears.

Where does this leave the members?

We need a bargaining strategy based on mobilizing Teamsters around a range of key issues. An 800 number with a recorded message for members and a backroom quickie deal with the employers won't do it. This agreement is about the future of freight Teamsters.

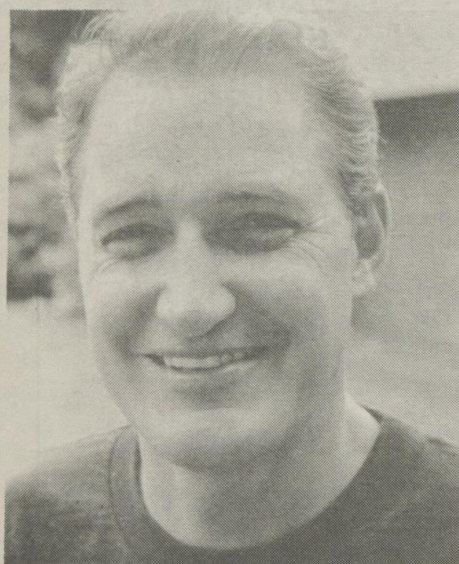
We can win a good agreement, and lay the basis for organizing in our industry. But not the way we are headed now.

Issues in the Freight Contract

Here are some of the primary issues we are hearing about from freight Teamsters. A platform to unite Teamsters and win can be built from planks like these.

- ▶ We want a three year contract. This is no time to sign a long-term deal in this industry.
- ▶ No freeze on pensions! Increase pension contribution rates to insure raises. Protect our health and welfare and provide low cost health benefits for all retirees.
- ▶ Eliminate wage progression language. Experienced Teamsters, such as those from CF, deserve full pay from the start of employment.
- ▶ Guarantee more time off for road drivers, and limit mandatory overtime for local cartage. Limit the use of sleepers and establish protections for sleeper drivers. Make our job livable, and provide more jobs for Teamsters.
- ▶ Focus on other non-economic issues that improve our jobs.
- ▶ Return the "right to strike on deadlocked grievances" as the final step in our grievance language. We need this threat to make the panels work for rank and file Teamsters.
- ▶ Improve the language on casuals. Protect Teamster work and force hiring, not rotating casuals.
- ▶ We need parity on language across the supplements and riders. There's no reason why the best language shouldn't exist across the board for all Teamsters.
- ▶ Stop subcontracting and outsourcing of Teamster work. Mechanics are Teamsters too.
- ▶ Accept no bonus. Put it in our wages and benefits so Teamsters realize real gains. Wage increases and COLA should make gains, not lose to inflation.

All freight Teamsters need to get involved, talk about the issues, start going to union meetings and make our voice heard. We can send a message to the employers.



The CF bankruptcy is a wake-up call to all Teamsters. We, the members, have to play a key role in the 2003 freight negotiations. It's our contract, and we have to get organized. The TDU Convention is a great place to start.

Jim Jacob
Local 251, USF Red Star
East Providence, Rhode Island

National Freight Meeting

Sunday
Nov. 3

TDU Convention
Cleveland

See page 7 to register.

Freightlines

IBT to investigate CF's Destruction?

The International Union promised an in-depth investigation of the tangled finances that led to the destruction of 15,000 Teamster jobs. Many Teamsters want exactly that. San Francisco Local 85 passed a resolution calling for the IBT to pursue a "thorough investigation of CF and its business, accounting, and labor practices and, if appropriate, take legal action, to determine if there was criminal or unethical activity that wrongfully deprived CF's unionized employees of their livelihoods; and if so, take steps to get justice and compensation, if any, under the law."

While many former CF Teamsters face the unemployment line, the man responsible for calling it quits still has a job. John Brincko has voluntarily taken a 25 percent pay reduction as CF moves through the bankruptcy process. As a result, the IBT has withdrawn its opposition to his retention. Maybe the savings on Brincko could go towards fixing payroll. Road drivers' paychecks are delayed, but the final checks are supposed to come soon. These checks are only payroll, not accrued vacation.

Reports of CF Purchase Continue.

Members are hearing reports of offers to purchase CF assets and operate the company on a smaller scale. Rollin' International, a company formed for this purpose by several investors, has offered \$500 million and met with the International Union to discuss wage and work rule concessions.

Roadway Expects Big Gains.

While Roadway's earnings are down from 2001 figures, management projects a 25 percent revenue growth while picking up as much as \$350 million of Consolidated Freightways old freight. Roadway's tonnage increased 17 percent over seasonal patterns in the first three weeks following CF's demise. CEO Michael Wickham stated, "We believe we are well positioned to take on a substantial portion of the CF business at a Roadway price." Roadway has hired about 1,000 former CF Teamsters.

Where's Hoffa?

At the September Local 299 freight craft meeting, a CF brother was the first Teamster to speak from the floor. His question, "Where's Hoffa?" He wondered aloud as to why the General President wasn't front and center to address the range of concerns facing CF Teamsters. If not Detroit, why not something addressing the national media so former CF employees and other freight Teamsters could hear what their leader had to say. President Don Smith read from a Titan message which covered a number of questions regarding the CF closure with answers from the International.

One Buffalo CF Teamster (Buffalo CF Teamsters refused to do clean-out work and instead picketed) said "it would be easier to find Hoffa Sr than Hoffa Jr."

Teamster Wins ATA Driver of the Year.

K. Scott Harris, an ABF driver from Albany, New York, was named 2002 National Driver of the Year by the American Trucking Assns. (ATA). Harris has driven for 17 years without an accident and is a member of the ABF Road Team. Selection is based on a safe driving record, other contributions to highway safety and a record of providing assistance to others on the highway.

Detroit Area UPSers Vote No; Hoffa Says Yes**Rejected Contract Rider Imposed on Members**

300 angry United Parcel Service Teamsters heard the news on Sept. 15 at their Local 243 meeting: Hoffa used a loophole in the Teamster Constitution to impose the UPS Detroit Area Contract Rider that members had voted down 583 to 541. Hoffa dusted off a long unused provision

of the constitution called the "two-thirds rule," which allows the IBT to sign a contract if more than one-third of the voters say "yes."

"It's a rip-off," said Gary Clark, a UPS steward in Pontiac. "They've frozen our pensions and raised health premiums for retirees, even though we were told the contract had great money for pensions and health and welfare. Now they've stolen our right to majority rule."

Nearly 3,000 Local 243 members are covered by the Rider. The leadership of Local 243, which apparently had no power to stop this deal, distributed a letter from the Hoffa administration with the news that there would be no renegotiation of the rejected agreement. The Hoffa administration waited until a month after the vote count to announce this trick, apparently hoping that mem-

bers would just forget. Hoffa was not present at this important meeting in his home town.

Over ten years ago, TDU fought for and won Majority Rule on all contract, supplement, and rider votes, through membership pressure campaigns and

lawsuits. However, union officials inserted a loophole in the Majority Rule clause: if fewer than half the affected members vote, the union leadership can invoke the two-thirds rule, at its discretion. This is the first time they have used this loophole in a national contract supplement.

National UPS Network Meeting

**Sunday, Nov. 3
TDU Convention
Cleveland**

See page 7 to register.

SoCal Grocery Contract Ratified

The contract covering over 4,000 grocery workers in Southern California employed by Albertsons, Ralphs, Stater Bros. and Vons was ratified by a large majority in early October. The deal was reached after a marathon bargaining session with the seven locals involved and the three companies. Stater Bros. did not participate in negotiations, but signed a me-too agreement. As we go to press negotiations are still going on with Unified Western Grocers.

Local 952, which represents Albertsons workers, was the only local to reject the offer, but will be forced to accept it because the locals agreed to pool votes.

The deal was rushed to a vote hours after it was finalized. Many of the locals did not provide members with a copy of the offer before the vote. "It is unbelievable that our union leadership had members vote on a contract, the biggest economic decision they will make in three years, without having a copy so they could make an informed decision," said Frank Halstead, a Local 572 warehouse worker at Ralphs. "The details of the offer were impossible to digest without a written copy."

The three-year agreement provides for raises of 50 cents, 45 cents and 45 cents. That's a 2.5 percent increase the first year, and 2.2 percent the next two years. The pension increases are 10 cents per year. The 10-cent break-in rate was given to employers for 90-calendar-day probationary employees. The health and welfare package includes full maintenance of benefits, but with a new \$10 co-pay for each visit to an HMO. The formulary for prescription drugs was made more stringent. The cost of retiree benefits was increased from \$75 to \$100 per month. Industry language regarding subcontract-

ing and accessors and assigns was added to those agreements that did not already have it. There were also individual language changes in the local agreements.

Members were shut out of the negotiation process. No rank and filers were on the negotiating committee. The contract was negotiated in secrecy with no coordinated contract campaign.

Members Show Rank and File Power

Despite this neglect, members of various locals mobilized for a better contract. When Ralphs took out an ad for replacement workers in the event of a labor dispute, the rank and file sprang into action. At Local 63 about 40 members handed out flyers, turning away hundreds of applicants and telling them to apply when the negotiations are finished. At Local 572 over 100 rank and filers, numerous BAs and the JC 42 truck turned away hundreds more prospective applicants. Local 572 members also engaged in a "Teamster Day," when every Teamster wore a button, shirt, or hat, and "Ready to Strike if We Have To" t-shirts, and held a strike-deadline information meeting in the company parking lot to keep members up to date.

Unfortunately not all the locals mobilized their members. Local 630 Secretary-Treasurer Jerry Vercruse and President Paul Kenny, and Local 848, headed by JC 42 President and IBT Vice President Jim Santangelo, took no action. The lack of a coordinated effort meant that the contract fell short of what the members deserve and were willing to fight for.

Members have learned how important it is to be at the bargaining table and to have a coordinated contract campaign. The fight for the next contract begins now. Southern California grocery Teamsters will be ready.

All UPS Contracts Ratified

On Oct. 8, the International Union announced that the Western Pennsylvania supplement had been ratified, paving the way for the entire master contract to go into effect.

Members in the two Chicago-based locals with separate agreements have also ratified their contracts. Local 710 members voted by a margin of 2182 to 987 to accept. Local 705 members voted yes on their agreement 2,573 to 1,455.

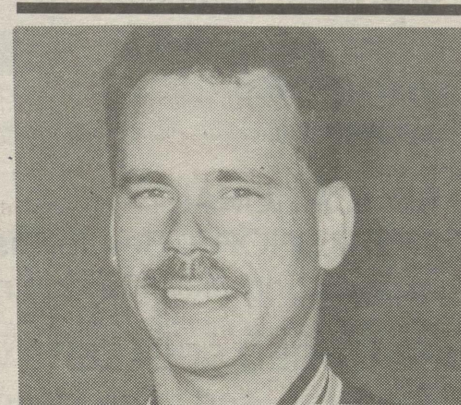
One of the other unresolved riders, in Detroit, was imposed on members by the International in September.

New Agreement in Effect

All provisions of the new agreements will now be in full force and effect as of Oct. 8. Wages and economic terms are retroactive to August 1. Any problems with retroactive pay or other issues should be grieved immediately.

In past contracts, UPS managers have often dragged their feet on complying with new requirements. We need to be vigilant for similar problems. We also

need to start testing new contract language and filing grievances if UPS fails to follow through on its commitments.



TDU conventions give me an opportunity to meet people I normally don't come in contact with, and I find them very resourceful in terms of enforcing the contract.

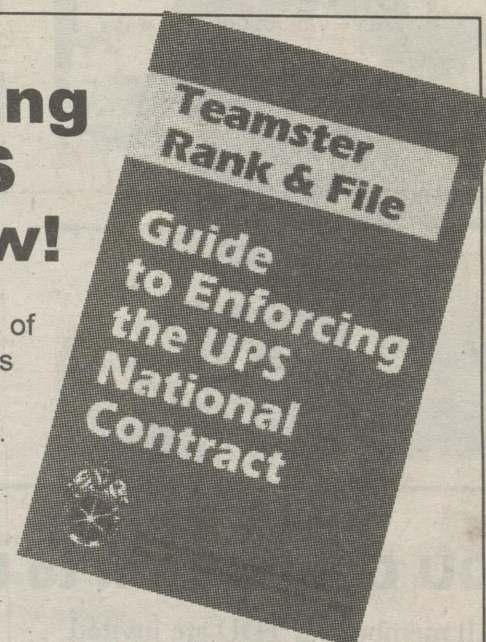
**Paul Kelly
Local 177, UPS
Hillside, N.J.**

COMING SOON...

Start Enforcing the New UPS Contract Now!

This booklet explains the meaning of the most important contract articles and gives practical tips on how to use each article to win grievances. It also has a guide to common problems and an appendix with sample NLRB complaints, information requests and more.

\$8.00 each



Please send me ___ copies at \$8.00 each

___ Visa ___ MC

-or-

___ Check payable to TDU

Card # _____ exp date: ____/____/____

NAME _____

LOCAL _____

ADDRESS _____

CITY _____

STATE _____

ZIP _____

PHONE _____

E-MAIL _____

Send to TDU, Box 10128, Detroit, Michigan 48210

2002 TDU Convention

What Happens at a TDU Convention?

- ▶ **MEETINGS BY INDUSTRY AND COMPANY.** Network with other Teamsters to discuss problems and develop strategies.
- ▶ **EDUCATIONAL WORKSHOPS.** See the list at right. Learn from experts and experienced members.
- ▶ **FEATURED SPEAKERS** will include Studs Terkel, Ken Riley, and reform leader Tom Leedham.
- ▶ **SOLIDARITY, DEMOCRACY,** and the chance to meet Teamster activists from throughout the union!



What I've seen from the TDU members here interested me to get involved and go to the TDU Convention. I'm excited to see what people are doing in other places. I hope to get more knowledge about how people are moving their coworkers to unite to make their workplaces better places to work.

Sandra Stewart
Local 556, Lamb-Weston
Pasco, Wash.

TDU Convention to Elect Leaders

All members of TDU are invited to attend the TDU Convention to take part in the many educational and planning sessions, and also to elect the TDU International Steering Committee for the coming year.

The TDU Steering Committee guides the work of TDU between our conventions.

Some long-time TDU leaders are on the committee, and no doubt some new folks will be elected as well.

TDU Dues to Be Considered

The Convention will also take up a proposal to increase TDU dues. Dues have not been raised since 1992. TDU dues, which are voluntary donations in support of our movement, provide our largest source of funding.

The motion is to raise annual dues from \$35 to \$40, three-year dues from \$85 to \$95, and low-income, spouse or retiree dues from \$20 to \$25.

Convention Workshops

Friday

TDU: Where We've Been and Where We're Headed. Discussion of the state of our union, and a look ahead to where we need to go as the reform movement of the Teamsters Union. (will run twice)

Organizing Our Team – Building our Movement. Strategize with other activists about the prospects and problems we face. How do we expand our leadership as we build TDU? How do we create stronger teams in our workplaces and our locals. How do we involve greater numbers in winning reforms?

Legal Rights on the Job and in the Union. This hands-on session will cover labor laws and Teamster rules from the viewpoint of Teamster members.

Pension Rights and the Health Benefit Crisis. Are you concerned about health care costs? Want to have a better understanding of how our pension funds work? Get the facts from experts. (Time constraints will not allow for individual case reviews.)

Saturday

Running for Local Union Office. How to run and win your campaign for local office. Learn to develop a winning strategy from beginning to end and turn your local around.

Protecting Your Job Using the Truck Safety Act. Learn about the STAA from attorney Paul Taylor of the Truckers Justice Center. Find out how grieving and fighting over safety issues can give you added job protection.

Strike Strategies: Confronting the Threat of Permanent Replacements. Attorney Robert Schwartz and Local 206 Secretary-Treasurer Tom Leedham will discuss legal and organizing strategies to build union strength in strike or potential strike situations.

Winning Strategies for Organizing the Unorganized. Hear about one of the key issues we face over the future of the union movement. Learn about what organizing methods work. Find out what we need to do to build a membership driven organizing campaign in the Teamsters.

Fighting Apathy and Getting Members Involved. Learn effective communication and organizing techniques to reach members and boost participation – from union meetings to shop floor actions.

Preparing and Presenting Arbitration Cases. Learn how to most effectively organize evidence, arguments and witness statements. Arbitration standards of proof and standards for different types of cases will be discussed and the best techniques for presenting arguments and conducting cross-examinations will be examined.

Mobilizing to Win Respect and Enforce Your Rights. Learn strategies for taking on management. Plan how to organize around a grievance or other issues your business agent just doesn't want to address. Develop the skills to win your rights.

The Computer as Organizing Tool. Use electronic media effectively in your organizing. Share strategies on web sites and e-mail lists.

Legal Rights of Canadian Union Members. Canadian labour lawyer and educator Colin Johnston will lay out what Canadian law has to say about trusteeships, union elections, the duty of fair representation, and how to make the law work for you.

Sunday

Making the Grievance Procedure Work for You. (Separate English and Spanish sessions) The basics of preparing and advancing a grievance from start to finish.

Organizing to Win Strong Contracts. Learn how you can impact what's happening at the bargaining table. Get expert advice on how to build a rank and file contract campaign.

Using the Family Medical Leave Act. Attorney Robert Schwartz will discuss the law and information on bargaining and membership rights involving absenteeism policies and family and medical leaves.

Ins and Outs of Union Administration. The nuts and bolts of getting the union on the right track – from finances to staffing to planning. Local officers discuss how they organize their time, build local programs, and conduct meetings.

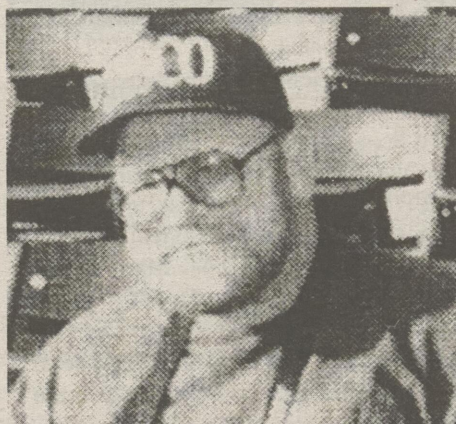
Making the Links – Labor and the Community. Teamsters are involved in new struggles from battling corporate globalization to fighting for living wages. Hear from reform activists who are redefining Teamster political action.

Nov. 1-3 Cleveland Airport Sheraton

I'm going to the TDU Convention for the education I get there, and I'm bringing three new people from my company.

We're having contract negotiations at the beginning of the year, and there's no better place to find out how to build member participation. This is something to build on for the future.

Robert Linkenhoker
Local 355, Sysco
Baltimore, Local 355



REGISTER NOW for the most important Teamster event of the year!

Join with reform officers, stewards and active Teamsters to discuss where our union is at now, and where it should go in the coming year.

Learn how to build the Teamster reform movement.

Meet with other Teamsters who work in your jurisdiction or at your company, and share strategies that win.

Attend educational workshops to learn skills you can use on the job, at union meetings, and in building TDU.

Meet the best of the Teamster reform movement — active members like you!

Convention Information

The convention will take place at the Airport Sheraton at the Cleveland airport. It will begin at 1 p.m. on Friday and end at 3:30 p.m. Sunday.

For those flying to the convention, there is free shuttle service to the hotel. Go to the lower level and look for the Hotel Information sign. The hotel is only minutes away.

For those driving, there is free parking for hotel guests. Contact TDU for driving directions.

Hotel reservations should be made through TDU to get our group rate.

Your convention registration includes Friday and Saturday dinner, Saturday and Sunday lunch, morning coffee and breaks. Contact us prior to the convention if you have special food needs.

Questions?

Contact TDU at 313-842-2600 or by e-mail at tdu@tdu.org.

TDU RANK & FILE CONVENTION, NOV. 1-3

REGISTER NOW!

Postmark your registration no later than Oct. 15 and receive \$10 discount (\$5 for one day). See below for travel discounts that may also apply.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals (dinner on Friday, lunch and dinner Saturday, Sunday lunch) and Saturday banquet and program.

HOUSING

Reserve rooms at the Sheraton Airport Hotel through TDU at special group rate. All rooms \$90 per night (tax included), for one or two people. If sharing cost of room, please indicate other party.

MEMBERSHIP

If not a member of TDU, join today. Includes subscription to *Convoy Dispatch*.

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

CREDIT CARD PAYMENT

Visa/MC # _____

Exp. date ____/____/____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

If registering for others please include same information.

of people

Fri., Sat. & Sun. \$175 x _____

Sat. & Sun. 145 x _____

Sat. only 110 x _____

Total Registration Cost = _____

☐ non-smoking room ☐ smoking room

_____ single room

_____ double room with _____

☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

of nights x \$90 = Housing Cost = _____

☐ \$35 - one-year membership

☐ \$85 - three-year membership

☐ \$20 - spouses, retirees and Teamsters grossing under \$17,000

Membership Cost = _____

TOTAL COST = _____

_____ \$10 if postmarked by Oct. 15 (\$5 if one day)

_____ \$10 travel over 500 miles one way

_____ \$20 travel over 800 miles one way

Total Discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

This Delivery Guy Won't Spy

By Butch Traylor
Local 728, UPS
Valdosta, Ga.

I've been reading, with a great deal of concern, about the Justice Department's proposed Terrorism Information and Prevention System, under which ordinary men and women working for utility companies, trucking services or the post office would be asked to report any "suspicious" activities they see.

I'm a delivery guy. For 25 years I've worked as a Teamster, transporting parcels all over South Georgia. I've seen some unusual things in my day — in my customers' homes and in some of their parcels, which occasionally fall open to reveal strange (usually highly personal) items — but I've always felt it is just a little un-American to pay too much attention to what my customers are doing or receiving. I worry about whose definition of "suspicious" is going to be used.

The TIPS program, in fact, reminds me of Deputy Sheriff Barney Fife. Growing up in the 1960s, my sister Marie and I would watch "The Andy Griffith Show" every Saturday night. And every week, if there was even a hint of crime or danger in Mayberry, the ever vigilant Barney was eager to spring into action, lay a dragnet

around the city, form a posse and deputize everyone from Otis the town drunk to Floyd the barber. Always on the ready, Barney would pull out his lone bullet, chamber it into his side arm and inevitably fire it into the ground, barely missing his own foot.

Now I see that the same people who last summer thwarted an F.B.I. field office investigation of Zacarias Moussaoui, the alleged 20th hijacker in the Sept. 11 attack, want to enlist every goober who installs phone lines or delivers pizza to be the next Ace Ventura terrorist detective.

It bothers me that those charged with defending our freedom would so cavalierly foster such an atmosphere of fear and suspicion. It bothers me to think that my postman might be paying more attention to where my mail is coming from than to where it's supposed to go.

I have to admit that I didn't expect this ill-conceived program to survive — given critics as diverse as House majority leader Dick Armey and Senator Charles E. Schumer. I thought this kind of thinking went out with the fall of Communist nations like Czechoslovakia, where citizens were encouraged to report on their neighbors and in some cases



even family members.

Attorney General John Ashcroft has shown great courage and determination since Sept. 11, but with this latest effort he seems bent on purveying fear instead of providing us with better security.

In the numerous episodes of "The Andy Griffith Show" that Marie and I watched, Sheriff Andy Taylor's stable temperament was always there to counterbalance Barney's overzealousness. That balance seems to be missing in the TIPS program.

After the World Trade Center attack, my fellow workers and I — along with my company's management — donated time and money to support the victims of this crisis. We will be there for our country — and our customers — anytime we are needed. But a program that asks people like us to do surveillance is a dangerous overreaction. It threatens the trust we've built in the communities we serve every day. After all, part of being free in America is knowing that the people who live and work in your neighborhood are not reporting on your activities. To surrender that freedom is to give a victory to the terrorists who thought they could intimidate an entire nation. As for me, I won't live in fear and I won't foster it, either.

This article originally appeared in the New York Times, July 31, 2002.

Do You Think Teamsters Should Spy?

President Bush's attempt to launch his TIPS program seems stalled, despite the enthusiasm that Teamster President James Hoffa has shown for it. TIPS stands for Terrorism Information and Protection System. Bush would like to enlist millions of citizens to report "suspicious and unusual behavior."

Many union leaders are doubtful about asking their members to spy. Utility Workers of America President Donald Wightman said, "We're not in favor of having our members act as informants in the course of their daily activities on the job. Of course, if they discovered a facility making explosives, they would report it. But they would do that anyway without the TIPS program."

The Bush administration would like to enlist delivery drivers, mail carriers, and utility and phone workers for domestic surveillance. The National Association of Letter Carriers and postal service management have both come out against the program.

Should Teamsters, especially UPS drivers who deliver to millions of homes and small businesses, enlist? UPS driver Butch Traylor says no. Even UPS management is reportedly against its drivers being perceived as spies by customers.

Hoffa says we should sign up. Speculation in the labor movement is that Hoffa may be endorsing the program in yet another attempt to curry favor with the Bush administration to end the Independent Review Board, which recently expelled two top Hoffa aides, and independent supervision of IBT elections.

Air Canada Jazz Flight Attendants Organize for Reform, Improved Representation

Fed up with broken promises, poor representation, and getting the runaround from our union officials, Teamster flight attendants at Air Canada Jazz are getting organized to make our union work more effectively and with more accountability.

We started off by having a meeting for flight attendants in Local 938. We invited TDU leader Ashley McNeely, a fellow Teamster flight attendant and base rep from Northwest Airlines Local 2000 to be a guest speaker. She told us how Northwest Airlines flight attendants organized with help from TDU to win improved representation and build a union more responsive to flight attendants' needs.

Ashley then fielded questions, and we learned other ideas from her, including ways of bridging the communication gap between our separate locals. The common issue that kept coming up was that we have absolutely no communication between our locals and even within our own local. Ashley made us aware of how TDU can help change that.

Goon Squad

Although Ashley's presentation was highly informative, some people didn't come to the meeting to get informed. Local 938 business agent Pat Murdoch organized a cavalcade of five flight attendants and six carhousers to tag along to the meeting with him.

It was clear from the beginning what

their intentions were, when one of the gang introduced himself as "Trouble" when asked to identify himself. They came with negative attitudes and type-written questions to ask at the meeting, showing that they would not be capable of forming their own opinions based on what they would hear.

This group sat in the back and generally stayed quiet, aside from a few snide remarks. Unfortunately, when one of Murdoch's flight attendants attempted to disrupt the meeting by hurling personal insults at one of the meeting organizers, we had no option but to temporarily adjourn the meeting.

Moving Forward

After Murdoch's disruptive contingent had left, the meeting reconvened at a different location. At this meeting we had 11 positive-minded members come to listen to our other speakers.

Those flight attendants who stayed were impressed by what we heard, and have decided to get active. Several of us joined TDU on the spot, and are continuing to meet and develop plans to help improve representation and win a stronger voice for flight attendants in our union.

Air Canada Jazz flight attendants who would like more information can e-mail us at acjazzfas@tdu.org.

Reprinted from Rank & File Flight Attendant News.

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Order a Bundle of Convoy Dispatch

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From the Bottom Up

Teamsters Working for a Strong Union

Teamsters for a Democratic Union (TDU) is about Teamsters helping Teamsters, working together to reform our union and make it strong. It's carhaulers in Detroit working to protect and improve pensions. It's bus drivers in New York becoming stewards and enforcing their contract when their local has fallen asleep on the job. It's UPS Teamsters who want to see a good pension increase out of the "best contract ever." It's flight attendants in Toronto fighting for respect and democracy. It's Teamsters coming together to learn from each other how to win new rights.

Here are a few Teamsters who recently joined TDU, and why.

Respect on the Job



José Guzman and Jona Fleurimont

We joined TDU a few months ago when we found out that they could help with our problems at work. Since then we've been elected stewards at our company and have started a campaign to enforce our contract.

After we distributed flyers and a petition about contract violations at work our boss tried to suspend us. But with TDU's help we got the suspensions lifted the next day, with full back pay.

We still have a long way to go, but our work with TDU has paid off so far, and we're going to keep working to win respect on the job.

José Guzman and Jona Fleurimont
Local 854, Consolidated Bus Transit
New York City

Local 804 President Recruits New TDU Member

When the details of the UPS tentative agreement came in, most of us in Local 804 weren't too happy with the small size of the pension increase. When I politely questioned my local president, Howie Redmond, about it, he got in my face and tried to humiliate me in front of my co-workers. "F*** you," he said, "you must be one of those TDU scumbags."

To tell you the truth, I had never even heard of TDU. I asked another driver what the hell Howie was talking about. He

told me it stood for Teamsters for a Democratic Union. I checked into it and decided to join. I figure TDU must be doing something right to make our officials that defensive about the weak pension increases they're doling out. Now I'm a happy member.

Phil Lambrosa
Local 804, UPS
Yonkers, N.Y.

Fighting the Pension Freeze

I've been a carhauler since 1968. I'm part of the baby boomers who built up the billions in the Central States Fund. Now that we're getting to the age of retirement, they're changing lots of rules and making it difficult to get what we earned over all these years. Ever since I saw the UPS contract, I've been concerned about doing something. That contract sent a clear signal that carhaul and freight Teamsters face the same pension freeze. That pension money belongs to us and we've got to get what we deserve. That's why I joined TDU, to be part of making this happen.

Mark Marineau
Local 299, Cassens
Detroit

What About You?

If you want a stronger union, you should be a part of TDU. See page 1.

Reform Slate Running in Local Race

Local 961 Members Unite for Change

Weak union representation and a dues scandal are generating momentum for a slate of rank-and-file reformers as the ballots go out in the election for union officers in Colorado Local 961.

Roadway line driver Dick Gebhardt, who is heading up the United for Change Slate, uncovered a dues scam through which Local 961 is systematically overcharging hundreds of members on their dues. Gebhardt filed internal union charges and Joint Council 3 ruled that local officials are violating the International Union's guidelines on dues.

The United for Change Slate has pledged that upon taking office they will reevaluate each members' dues and decrease the dues of all members that are being overcharged.

Local officers already angered many members by voting in favor of the largest dues increase in Teamster history at the Special Convention. More than 1,000 members from the local had signed a petition demanding a membership vote on the issue.

The United for Change Slate also has a



photo by Dan Lamont

TDU Co-Chair Tapped for Prestigious Leadership Award

Maria Martinez, the principal officer of Local 556 and a co-chair of the TDU International Steering Committee, was named one of the 2002 winners of the Leadership for a Changing World Award.

The annual award recognizes individuals and organizations "that are getting results tackling tough social problems in communities across the United States."

Described as "a fiery motivator of employees and fearless when dealing with management," Martinez was recognized for her work with TDU to build "a grassroots movement of immigrant meatpackers to reform the Teamsters union and challenge the industry's unsafe, unsanitary and discriminatory practices."

More than 1,400 grassroots leaders

were nominated for the award. Twenty winners were eventually chosen by representatives from the Robert F. Wagner Graduate School of Public Service at New York University, the Ford Foundation, and the Advocacy Institute, a not-for-profit leadership development center based in Washington, D.C.

Other awardees included environmentalists, immigrant rights advocates, and organizers from a variety of community groups.

As part of the award, the Teamster Rank and File Education and Legal Defense Foundation (TRF) will receive \$100,000 over two years to help TDU continue its educational and leadership development programs.

It's time for change in Local 961

An open letter from Presidential Candidate Dick Gebhardt



Dick Gebhardt
Roadway Line Driver
29-year Teamster

Dear Brothers & Sisters,
It's time for change. To lead a strong union, you need to be passionate about what you do.
I have the fire it takes to hold our bosses accountable, to enforce our contracts, and to fight for better contracts.
You don't see that when you look in the eyes of our current officers and business agents. Instead of fire, you see burnout. They're tired. They're not fighting for the members. They're coasting.
These officials voted to raise our dues by 25 percent. But they're not putting that money to work for the members. The United for Change Slate has an action plan to restore strength and integrity to our union.
I urge you to get involved and stand up for the stronger union representation that you deserve. Cast your ballot for the United for Change Slate.
In solidarity,
Dick Gebhardt

The United for Change Slate Action Plan for a Stronger Union

Stronger Union Representation

- Implement a Code of Conduct for business agents and hold them accountable to it.
- Business agents will visit worksites regularly and return all phone calls from members.
- No back door meetings with management. A member will always be present when grievances or problems are discussed.

A voice for all members

- Form a leadership advisory council with worker representatives from each company to help guide Local 961 policy.

Fiscal Responsibility

- Review each members' dues and reduce the dues of the hundreds of members who are being overcharged by the Whetstone administration.
- Vote against any dues increase proposal from the International Union without membership approval. (Doug Whetstone voted to raise your dues by 25%.)

Information & Communication

- Hold regular educational workshops and stewards' trainings to help members enforce their rights.
- Publish regular bulletins to update members on grievances, contract negotiations and other pressing issues.

work at two meatpacking plants represented by the local, Excel in Fort Morgan and ConAgra/Swift in Greeley.

Where do Hoffa's tactics fit in mob-free Teamsters?

By Ken Paff

The Teamsters union has released a voluminous report that purports to demonstrate that the union is virtually corruption-free. The report documents that mob influence in our union is on the decline. But it fails to make its central case: that the leadership of James Hoffa is cleaning up the Teamsters union.

The report's omissions speak volumes on this point. In all 526 pages, you never learn that Hoffa's special assistant was expelled from the Teamsters earlier this year for attempting to cut a sweetheart deal in Las Vegas to undermine the wages and working conditions of Teamster members. Nor do you learn that Hoffa's first running mate was expelled for the same corrupt scheme. Or that his current executive assistant was likewise implicated in the scandal, though not charged.

You will not find out that Hoffa's life-long friend and aide, Mike Bane of Pontiac, was recently removed from the union for giving false testimony about his organized crime associations. Or that other top officers have been charged and ousted for corruption.

None of these individuals were disciplined by Hoffa's housecleaning operation Project RISE. In fact, in each case, Hoffa declined to take action, leaving the job to the Independent Review Board (IRB), the three-person panel charged under the consent order with ridding the Teamsters of corruption.

Now Hoffa is trying to rid the union of the IRB. Thus the voluminous report.

To press Hoffa's case, Ed Stier, the former prosecutor and principal author of the Teamster report, narrowly defines corruption as mob infiltration. Since Hoffa's corrupt associates are not made men, they're written out of the report. But you don't have to be a Tony Soprano to be a union thug. The report takes no interest in Hoffa's heavy-handed abuses of union power to stifle dissent. No mention of Hoffa's hostile takeovers (trusteeships) of local unions where reform leaders are on the rise. Not a word about the many documented cases of threats and retaliation against Teamster reformers.

The report even overlooks the shady characters in Hoffa's inner circle who were implicated in the federal

racketeering case that led to the establishment of the IRB in the first place. Take Detroit's own Richard Leebove. In the 1980s, Leebove organized the BLAST goon squads that attacked dissenting Teamster members, as documented by the President's Commission on Organized Crime. Today, he is a top Hoffa communications and campaign adviser.

Not to worry, the report says. Hoffa should only have to act against corruption after the IRB is out of business. Hoffa has attacked the IRB as too expensive. At some \$2.5 million a year, it's a bargain compared with Hoffa's own anti-corruption program Project RISE. The just-released report cost Teamster members \$3 million, and RISE has not removed a single corrupt official.

The RISE report claims a culture of democracy and anti-corruption is taking root in the Teamsters. We agree. But it has come despite the Hoffa administration, not because of it.

Teamsters for a Democratic Union (TDU), the reform movement of Teamster members, has fought for 26 years to build a strong, democratic Teamsters union. We provided the blueprint for the one-member-one-vote system in the union and fought to win it. Our members have been on the front lines of Teamster struggles from the Detroit Newspapers strike to winning democratic reforms like majority rule on Teamster contract votes.

TDU would like to see the IRB phased out. But we also want to see a proven, independent mechanism in place in our union with a track record for fighting corruption and protecting the rights of members.

Just as important, Teamster members want a guarantee of independently supervised elections, under fair rules, for top Teamster officers. The new report fails to note that Hoffa has set in motion a system in which he will write the rules and choose the umpire for the next Teamster election. Who wouldn't want to play ball under those circumstances?

Actions speak louder than words. A \$3 million report that says the leadership is cleaning up the union is no substitute for an actual track record of action on the issue.

Ken Paff, formerly a Teamster truck driver, is the national organizer of Teamsters for a Democratic Union in Detroit.

Interested Teamsters should read the report. Ask your local to obtain copies of *The Teamsters: Perception and Reality*.

Has the IRB Cost \$100 million?

Many Teamsters have heard top Teamster officials complain that the Independent Review Board (IRB) has cost our union "\$100 million." Sometimes they'll even blame the dues hike on IRB costs. But in the September/October *Teamster* magazine the IRB provides a brief financial report, showing that in 10 years it has actually cost \$25 million, or an average of about \$2.5 million per year.

Since Teamsters pay about \$670 million per year in dues, the IRB accounts for much less than one percent of dues money. That's right, after the IRB costs are paid, 99.6 percent of dues income is intact. Multiple salaries paid to International Union officials who have other full-time salaries cost more. And Project RISE costs more, although RISE has not disciplined a single corrupt official or protected a single Teamster's rights.

Another example of distorting the truth about the International Union budget can

be found on page 30 of the same magazine, where the Hoffa administration claims that \$12 million was spent in 2001 on "civil RICO" expenses. (RICO stands for Racketeer-Influenced and Corrupt Organizations, and these expenses refer to the cost of the racketeering consent order our union is under.) Since the IRB expenses in 2001 were \$3 million, what was the other \$9 million? That includes millions in legal costs, as our union pays attorneys to defend corruption. It also includes the entire cost of our International Union election. Are printing and mailing Teamster ballots really "racketeering" expenses? We thought all Teamsters supported the Right to Vote now.

Teamsters should insist that our dues money be used carefully, including by the IRB. We should hold them accountable. But first of all, we should expect the truth from our union officials about our dues money.

Teamster Shorts



Overnite updates

In September, the 4th U.S. Circuit Court of Appeals rejected an appeal by Overnite and will force the company to recognize Teamsters bargaining units at four more terminals — Lexington and Bowling Green, Ky., Buffalo, N.Y., and Detroit. The company also is expected to pay about \$150,000 in back pay to the workers at these barns. Overnite is not expected to appeal the ruling. But they are expected to stonewall bargaining, to avoid spoiling their record as the worst corporate criminals under labor laws.

Harper's Magazine keeps track ...

From the September, 2002, issue:

- Number of appearances made by corporate representatives on U.S. nightly newscasts last year: 955
- Number of appearances made by labor representatives: 31
- Chance that a U.S. employer faced with a union drive in 1998 or 1999 illegally fired a pro-union worker: 1 in 4

Another corporate scam — betting against your life

How safe would you feel at work if your employer had a life-insurance policy on you with itself as the beneficiary? At least 100 corporations, including giant Wal-Mart, have taken out billions of dollars worth of life insurance on their lowest-paid workers. With no knowledge by the employees, the companies name themselves as beneficiaries, can borrow against the policies, and can deduct the interest payments on these loans. The benefit to the worker and his or her family? Zip! It's another multi-billion dollar scam.

PACE, the Paper, Allied-Industrial, Chemical and Energy Workers Union, is pushing for legislation to force employers to disclose these policies to employees.

Don't gamble on union-busting

The IBT has called a boycott of Park Place Entertainment properties because of "serious labor disputes" involving Atlantic City Local 331. Management fired striking loading dock and food and beverage storeroom attendants there, and refused the union's reasonable offer to resolve the issue. The boycott includes Caesars' Flamingo, Paris, and Bally's in Atlantic City and Caesars' and Bally's in Las Vegas.

But Hoffa is violating his own boycott by holding freight and warehouse national meetings at Bally's Las Vegas in October. The International claims they could not get out of a contract. Suggestion: put a clause in these deals to make them void in the event of a strike or labor dispute.

Ugly stickers won't do it

The International trusted Northwest Flight Attendants Local 2000, claiming that the elected officers were not doing enough to combat a raid by an independent union. Part of the International's plan to keep these 11,000 flight attendants Teamster is to distribute old stickers from the 1970s. These include a daisy with the slogan "Teamsters Are Beautiful" and a yellow smiley face that exhorts, "Smile, the Teamsters are here."

Interview With Allied CEO Hugh Sawyer

The Employer Push for Concessions in Carhaul

Convoy Dispatch has followed closely the crisis in the Teamster carhaul industry. Leading up to the expiration of the carhaul agreement we will continue to discuss the issues facing carhaul Teamsters.

Recently, we conducted an interview of Allied Systems CEO Hugh Sawyer. Teamsters at Allied are familiar with Sawyer's views. Allied is pushing hard for concessions in one of our best contracts, the Master Automobile Transporters Agreement, and Sawyer has been leading the attack.

Other Teamsters should be aware of the push for concessions by this large employer. We are reprinting some of Sawyer's comments here along with our response.

Q: Allied has asked the IBT for concessions. What kind of concessions are you talking about?

A: Currently, Allied delivers about 50 percent of the cars in the U.S. market. We figure that there are about 150 nonunion operations.

Nonunion carriers are growing because they are highly flexible. They run on a 24/7 basis. And nonunion is offering cheaper prices to the customers. We estimate that the price point difference is 30 percent.

Q: If you are talking about a 30 percent

cut and 24/7 to boot then you are talking about major concessions. Teamster members will not accept them.

A: Then they will not have jobs. A new mode has come to town. The manufacturers are going to take full advantage of lower cost and flexibility.

Q: Has UPS shown interest in buying Allied?

A: No. The reason they wouldn't is that we have so much debt. We have not been in discussion with anyone.

Q: You pulled out of the National Automobile Transporters Association (NATA). Are you seeking to bargain separately?

A: Yes, definitely.

Q: Doesn't that make a strike more likely?

A: I don't think so. We are roughly four to five times larger than our nearest union competitors. We are a public company and our competitors are not public companies. Our operations are just different.

Q: In Canada you are the largest company and it is a much more unionized

environment. What is your justification for concessions there?

A: I don't see any barrier to nonunion carriers moving into Canada. The only difference is that we are a little bit earlier to the war.

Q: What is the role of Allied's subsidiary Axis in this picture?

A: It is a subsidiary that works primarily as a consulting group. They don't have any assets, any trucks or drivers. They work as a consulting group around logistics. Allied has no ownership in any nonunion carhauler in North America.

Q But Axis is diverting certain work to nonunion operators.

A: Axis operates a brokerage service who's primary and preferred channel of distribution is AAG. If diversion [to nonunion] happens it is at the direction of the client or under circumstances where the work cannot be transported in a union environment.

Q: One issue is the border agreement,

Eastern Canada Carhaul Contract In Danger

Before bargaining for a new contract has barely begun, Canadian Teamster carhaulers have already been dealt a setback, but are working to win a strong, united contract.

Members recently learned that the contracts covering workers at the four different companies, Allied Systems, Leaseway, Cassens, and Gen-Auto Shippers, would be negotiated separately.

Bargaining committee chief and Local 938 trustee Ed Hawrysh, who was appointed by James Hoffa, stated several times that he would make sure that all the companies bargain together, along with a unified Teamster negotiating committee.

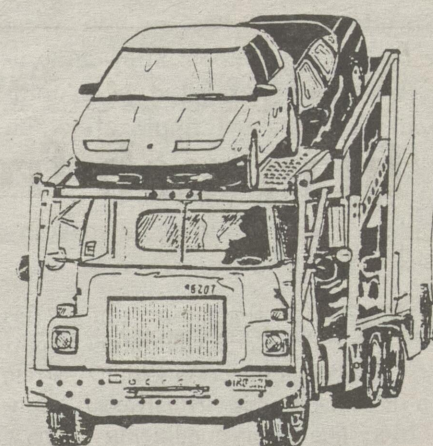
Now it seems that he has buckled under company pressure. Not only are the companies bargaining separately, but it seems that carhaul negotiating committee members may not even be allowed into bargaining sessions with companies they don't work for.

Changing Landscape

The last time the contract was negotiated, in 1999, Allied and Gen-Auto were the only companies around. Leaseway arrived in late 1999, and signed on to the master agreement, with a few improvements that Leaseway members fought for.

Since then, the carhaul landscape has changed dramatically in Canada:

- Leaseway has gone from a small operation of less than 40 drivers to almost 200 drivers.
- Allied drivers with 25-plus years of seniority have been forced to start over from zero when Leaseway took over Oshawa traffic from Allied.
- Cassens has moved north, taking over



an important job security clause in the contract.

A: [The border protection agreement] is a terrible problem for Allied and the customer. It is inefficient and it presents enormous risks to Allied and the Teamster locations. The nonunion companies point out how inefficient it is. If we don't change it, nonunion will come up to Detroit and say we will haul it for you.

Concessions Won't Save the Teamster Carhaul Industry

Carhaul employers would love to use the current crisis in carhaul to drive down wage and benefit costs and weaken job security in our contract. Allied CEO Hugh Sawyer makes no bones about their intention to win givebacks. On the chopping block are wages, benefits and hard-fought for contract protections like the border agreement and rights to follow work.

As carhaul negotiations near the concessions drumbeat will grow louder. The IBT needs to act fast to counter this threat.

Concessions are not the answer and never have been. Organizing will be one of the first casualties of givebacks. The benefits and protections in our contract are one of the best recruiters we have. Weaken it and the job of convincing nonunion workers to vote union will become even more difficult.

Carhaul has been one of the strongest Teamster jurisdictions. It didn't get that way by accident or through concession bargaining. Carhaulers fought hard to defend and build our contract. In more recent years they have used new, effective tactics, like leafleting dealers to stop employer attacks on jobs.

Now Sawyer and the other employers want carhaul Teamsters to turn back the clock. In this day of Enron and other corporate abuse they are asking us to trust them by giving up hard fought-for gains. We don't think that is an answer. The real solution will have to include some or all of the following:

- We need to preserve the master contract, with all carhaul Teamsters covered by the same protections. No separate deal for Allied or any employer.
- We need to preserve job security clauses. We have the right to follow work when it is taken over by another carrier. Separate contracts could mean an end to this protection.
- We need to preserve and strengthen the border agreement. Loss of the border agreement would lead to U.S. and Canadian drivers being pitted against each other and create the potential for new problems on the Mexican border.
- We need to win job security language that addresses the fact that automakers are the ones who make the ultimate decisions. This should have been done in the last contract and wasn't. Now is the time.
- We need to fight the loss of union jobs. Campaigns that target the dealers and the public have worked before and can work again.
- We need to take on the nonunion carriers with a massive organizing drive. With the recent dues increase the IBT has more resources than ever. We need an army of organizers equipped with the tools needed to win organizing drives.

The setbacks in carhaul can be overcome. It is time for our union leadership to step up to the plate, and for carhaulers to unite to make sure it happens

Allied traffic in St. Thomas.

- Allied has busted the border agreement, a key job security provision, on three separate occasions, with Hoffa's approval. Allied has also made clear that they intend to do away with the border agreement in this new round of negotiations.
- Allied's CEO has openly sought mid-contract concessions from the union.
- For the first time in decades, Canadian carhaulers are confronted with the threat of nonunion competition, with Phil Powers setting up shop.

"With all the challenges facing Canadian carhaulers, we need to be united more than ever," said Local 938 member Brian Chapman, a rank and file negotiating committee member from Allied. "That's hard to do when everybody's off bargaining separately."

Action Plan Needed

It's clear that it will be up to rank and file members to defend their contract.

Members have already collected hundreds of signatures from fellow carhaulers demanding that the new contract protect the border agreement and provide new "follow-the-work" language, like the U.S. carhaul contract does currently.

For now, job number one will be involving members from all companies to ensure that they don't end up with separate deals that will end up pitting themselves against each other.



West Coast Dockworkers in Battle with Port Operators

Locked Out, Then Ordered Back to Work

President Bush has ordered West Coast ports to reopen after an employer lockout paralyzed port commerce and caused a ripple effect on other sectors of the U.S. economy. Many people mistakenly think the President intervened to end a strike by dockworkers. The truth is more complicated.

West Coast port operators represented by the Pacific Maritime Association (PMA) locked out 10,500 union dockworkers up and down the coast starting Sept. 27, refusing to let them work. Management's excuse for the lockout was that workers had engaged in a coordinated slow-down to pressure the port operators into signing a new agreement. The union points out that work speed-up on the docks leads to unsafe working conditions. Five dockworkers have already lost their lives this year in on-the-job accidents. What dockworkers call "working safe," management calls "going slow."

The PMA then hypocritically asked the President to use his power under the Taft-Hartley Act to order the workers they had locked out back to work. The President did. On Oct. 8, he declared a "threat to national health and safety" and ordered the ILWU back to work. Dockworkers now face an 80-day "cooling off" period during which they are legally prohibited from taking any form of job actions, strengthening management's hand in negotiations while they are forced to work without a contract. The 80-day cooling off period will extend past the holidays, so that dockworkers won't be able to take job actions during the time when they have the most leverage. UPS tried to use the same law to get President Clinton to order UPS Teamsters back to work during the 1997 UPS strike. It is the first time in history that a Taft-

Hartley injunction has been used to end a lockout, as opposed to a strike.

What's at Stake

The PMA claims that this dispute is a case of spoiled union workers asking for more than they deserve and that the President intervened to prevent them from hurting U.S. consumers. The reality is that management has decided to take advantage of fears about national security and the weak economy to attack the ILWU, one of the strongest, most militant unions in the country.

The PMA wants to introduce new computerized tracking technology that would eliminate up to 600 union jobs. They also want the new jobs created by the technology change to be nonunion. Their long-term plan is for all loading and unloading of ships to be primarily done with computer technology run by outsourced, non-union labor. The ILWU accepts the introduction of new technology, but wants any new positions that are created to be unionized.

Teamsters understand the threat that outsourcing represents to good union jobs. In the 1980s, freight employers used deregulation to outsource hundreds of thousands of union jobs, reducing the number of workers covered by the National Master Freight Agreement from 450,000 in the 1970s to 85,000 today. Most recently, 15,500 Teamsters at Consolidated Freightways lost their jobs when CF went bankrupt. In the early 1980s, CF started outsourcing work to Con-Way, a nonunion spin-off, and plowing profits generated by CF into Con-Way. Our union's leadership failed to fight CF's outsourcing when it had a chance, and 15,500



union members are out of work today because of it. The ILWU is doing the right thing by recognizing the threat of outsourcing and fighting to protect good union jobs into the future.

The labor movement across the U.S., and internationally, is backing the longshore workers. Our Teamsters Union has expressed strong support.

Government Intervention

The PMA is backed up by the West Coast Waterfront Coalition, a business group made up of shipping companies like Maersk and American President Lines, and retailers like the Gap, Target, Home Depot and Payless. These corporate giants asked President Bush to intervene against the dockworkers. Starting months before the contract expiration date, they held meetings with the Bush administration where they lobbied for the administration's support. Director of Homeland Security Tom Ridge phoned ILWU President James Spinosa to warn that the President would view a longshore strike as a "national security threat" and would go as far as breaking up the ILWU bargaining unit or sending the military to the docks to replace striking dockworkers.

Their lobbying paid off when President Bush ordered the 80-day cooling off period management had requested, even though management had rejected repeated requests from the ILWU to return to work. On Oct.

6, the PMA rejected a mediator's request to extend the old contract for seven days that the ILWU had accepted. On Oct. 8, the day the injunction was issued, the PMA rejected an offer from the ILWU to return to work for 30 days under the old contract.

No More PATCOs

Many observers are saying that a defeat for the longshore workers could be a second PATCO. In 1981, President Reagan fired 11,000 striking air traffic controllers who belonged to the Professional Air Traffic Controllers Organization, and announced a lifetime ban on the hiring by the FAA of workers who participated in the strike. Business leaders took the mass firing as a signal that the government would be on their side in any union-management dispute, and launched an all out assault on labor that included demands for concessions and the widespread use of scabs to replace striking union members.

All workers have an interest in making sure the longshore workers win and history does not repeat itself. In the past, the ILWU has shown its solidarity with other unions by refusing to unload struck cargo. Now it is time to show the longshore workers our support.

(Visit the ILWU's website (www.ilwu.org) or the Jobs with Justice website (www.jwj.org) to send faxes and e-mails to public officials and PMA management and for draft union resolutions in support of the dockworkers.)

Learn More at the TDU Convention



Ken Riley is President of International Longshoremen's Local 1422 in Charleston, S.C.

Riley is currently in the forefront of efforts to build solidarity with longshore workers on the West Coast. Riley and Local 1422 have a proud history of opposition to employer attacks and solidarity with workers on the frontlines. Local 1422 drew international attention when five members were falsely accused of inciting a riot after state police attacked a union rally. A massive

solidarity campaign helped clear the Charleston Five and stop the use of nonunion labor on the Charleston docks.

Riley will address the TDU Convention on Saturday evening.